

Abstract # M-15-1118

Author/Institution: Valerie Young, Success From the Inside Out

Other Authors/Institutions:

Gear: FourthGearType: Workshop Length:

Abstract: How to Feel As Bright and Capable As Everyone Seems to Think You Are: Strategies to Help Students

This interactive, solutions-oriented workshop examines the attitudes, behaviors, and social realities that keep many intelligent, capable students and professionals - especially women - from fully internalizing their success.

Through lecture and large and small group discussions and exercises we will explore such topics as:

- ~ why so many bright, capable women - and men - secretly believe they have "fooled" others into thinking they're more intelligent and competent than they "know" themselves to be
- ~ what the Impostor Syndrome is... and why it may not be all bad
- ~ which groups are most susceptible to feelings of intellectual fraudulence and why
- ~ 5 common Competence Profiles
- ~ Nightline's Ted Koppel - and lots of other men - have learned about competence that eludes so many women
- ~ what luck, timing, charm and computer error really have to do with success
- ~ why success can be more complex for women, people of color, and working class students
- ~ the social realities that contribute to chronic self-doubt among women and others
- ~ common coping mechanisms Impostor Syndrome sufferers use to avoid being "found out"
- ~ strategies to help students - and faculty - to unlearn the kind of self-limiting beliefs and behaviors that prevent them from seeing themselves as the bright, capable individuals they really are

Over 20,000 people have attended this program including students, faculty and staff at such institutions as MIT, WPI, RPI, Cornell, CalTech, the University of Texas, Texas A & M, the University of Wisconsin, the University of Iowa, the University of Washington, Northern Arizona State University, the University of Colorado, Clarkson University, the University of Connecticut, the University of New Hampshire, the University of Massachusetts, Amherst College, and Mount Holyoke College, Smith College.

In addition, this program has been delivered to members of a number of profession associations including WEPAN, the Women's Initiative of Bristol-Myers Squibb, Society of Women Engineers (Northeast Chapter conference, Southeast Chapter conference, Boston chapter, Maine chapter), the Association of Women in Science, the American Institute of Chemical Engineers, American Women in Radio and Television, the National Association of Women in Sales, Montana Association of Female Executives, the Connecticut Bar Association, and the National Association of Bank Women.

I selected the 4th gear because this program is designed to help retain women students and faculty. It could, however, also fit into 2nd gear.AD4